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AUTHOR Quanty, Michael
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ABSTRACT

A survey of 123 part-time instructors at Johnson County Community College (JCCC) who taught during fall 1975 or were teaching during spring 1976 was conducted in order to systematically obtain information on this segment of the instructional staff. Data presented in this report are based on the responses of 86 part-time faculty comprising 70% of the total sample. Results of the survey indicated that 56% of the respondents were male and 97% were white. The percentage of minority group instructors represents approximately four times that of the national percentage. Average age was reported as 33 years. Fifty-four percent held master's degrees while 15% had degrees beyond that level. Part-time instructors taught an average of 1.5 classes but 60% taught only one class. Fifty-three percent had taught at JCCC for less than two years. Eighty-seven percent held outside jobs, deriving very little of their income from the college. Fifty-five percent reported they would accept full-time positions, if offered to them. Although 95% were satisfied with other aspects of their employment, they were not totally pleased with their salaries; overall, 35% were either satisfied (30%), or very satisfied (5%). Part-time instructors were rarely required to participate in any meetings and 75% felt additional divisional meetings would not be beneficial. The survey instrument is appended. (JDS)

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PART-TIME INSTRUCTOR SURVEY

Prepared for Administrative Review

April 1976

Office of Institutional Research
Johnson County Community College
College Boulevard at Quivira Road
Overland Park, Kansas 66210

JC 760 453

PREFACE

The fall enrollment has steadily increased from 908 full-time equivalent students in the fall of 1969 to 3175.5 full-time equivalent students in the fall of 1975. As the enrollment has increased, so has the number of part-time instructional staff. During the fall of 1975, 22 percent of the total student credit hours were taught by part-time instructors. This study was conducted to collect demographic data about the part-time instructional staff. At the same time, their opinions were requested on a few selected topics concerning their employment at JCCC.

The survey instrument was developed by the Office of Institutional Research in cooperation with the Instructional Branch. Mr. Dane Lonborg was the primary instructional staff person involved in the implementation of this study. Mr. Michael Quanty was responsible for the data compilation and analysis together with the preparation of this report.

Elaine L. Tatham
Director of Institutional Research

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PART-TIME INSTRUCTOR SURVEY

I. INTRODUCTION

The number of part-time instructors at JCCC has increased from 64 in Fall 1972 to 102 in Fall 1975. The percentage of student credit hours generated by part-time instructors has likewise increased substantially over this period (15 percent in Fall 1972 to 22 percent in Fall 1975).

In order to acquire systematically some standard information about this important segment of the JCCC staff, the Office of Institutional Research designed a survey which the Dean of Instruction's Office sent to all part-time instructors who taught during Fall 1975 or would be teaching during Spring 1976. The questionnaire was divided into three sections. The first section of the instrument asked for demographic information, the second asked about activities at JCCC and the third asked about outside employment and willingness to expand current responsibilities at JCCC.

II. METHOD

Subjects

Questionnaires were sent to the 123 part-time instructors who taught during Fall 1975 or were teaching during Spring 1976. Some of these 123 taught only one semester while others taught both semesters. The data presented are based on the 86 respondents (70 percent of the total sample) who returned questionnaires within three weeks. To date, only one questionnaire has been returned after this deadline.

Procedure

The Dean of Instruction's Office mailed the questionnaires on January 30, 1976. Each questionnaire was accompanied by a letter from the Dean explaining the project and urging cooperation. A pre-addressed, postage-

paid envelope was included for return of the completed questionnaire. Copies of the questionnaire and accompanying letter are included in the appendix.

III. RESULTS

Demographic Characteristics (Table 1)

The summary of basic demographic information shows that slightly more than half (56 percent) of the 86 respondents were males and that their racial origin was predominantly white (97 percent). Although the three percent representation for non-white minority groups may seem small, it is approximately four times the 0.8 percent for the county. The average age of the respondents was 33 years. Most (54 percent) hold master's degrees and a substantial number (15 percent) have degrees beyond that level.

Experience (Table 2)

Most (71 percent) JCCC part-time instructors have earned less than ten hours of college credit since their last degree and only a few (16 percent) have ever held a full-time college teaching appointment. The majority have, however, had at least one year of part-time college teaching experience (81 percent) and/or relevant occupational experience (69 percent).

JCCC Responsibilities (Table 3)

Part-time instructors teach an average of 1.5 classes but 60 percent teach only one class. Most teach during the evening hours and are employed by either the Social Sciences and Humanities Division or the Business and Management Division. They average 2 years experience at the college although most (53 percent) have taught at JCCC less than two years.

Outside Employment (Table 4)

Most part-time instructors (87 percent) hold outside jobs and derive very little of their total income from the college. They engage in a wide variety

of work activities but most (55 percent) classify themselves as professionals or teachers. This outside employment is also usually directly relevant to the courses the instructor teaches at JCCC.

Orientation and Access to Services (Table 5)

Part-time instructors learn of JCCC instructional openings from a variety of sources with the most common being instructors at the college. Before they begin teaching, most (86 percent) instructors receive some orientation to college policies and procedures and are given a course outline or teachers guide (74 percent). During their tenure, most part-time instructors report that they are given access to word production services (95 percent), mail boxes (94 percent), instructional aids (89 percent), parking stickers (98 percent), and telephones (63 percent). Most (65 percent), however, are not given desk and office space.

Participation in Meetings (Table 6)

Most part-time instructors feel they are allowed, but not required, to participate in various types of staff meetings on campus, and would like to attend at least occasionally. The majority (75 percent), however, do not feel that additional divisional meetings would be beneficial.

Willingness to Assume Additional Responsibilities (Table 7)

In general, most part-time instructors are willing to accept additional responsibilities at JCCC. The majority would commit to a full year of part-time teaching in advance, teach an additional course, or expand teaching responsibilities to include other activities such as committee work, or regular office hours. Slightly more than half (55 percent) would accept full-time teaching positions if offered.

Satisfaction with Pay and Other Aspects of JCCC Employment (Table 8)

Although most (95 percent) part-time instructors are satisfied with other aspects of their JCCC employment, they are not totally pleased with their salaries. Overall, 35 percent were either satisfied (30 percent) or very satisfied (5 percent). As Table 9 shows, the dissatisfaction with financial considerations is greater for those with more advanced academic degrees. Of those with bachelor's degrees or less, 56 percent are either satisfied or very satisfied, while for those with masters degrees or higher, 26 percent express those degrees of satisfaction. This difference in percentages is significant (χ^2 (1) = 5.8, $p<.03$). Satisfaction with financial considerations is also related to instructors' outside employment status. More of those employed full-time or not at all outside JCCC tend to be satisfied than are those employed part-time. Perhaps those in the former two groups are more financially secure and hence less worried about pay. Interestingly, these same two groups also have a higher proportion of persons who are very dissatisfied with their pay than the group employed part-time. Thus, those relying upon part-time employment for their livelihood may be concerned about their pay but at the same time be "thankful for small favors." These data are summarized in Table 10. The differences among the groups are significant (χ^2 (8) = 20.9, $p<.01$).

SUMMARY

The typical part-time instructor at JCCC is a person under 40 years years of age with a college degree, who has taught part-time for at least one year (often at JCCC) but has never held a full-time teaching position. This instructor would most likely be assigned one or two evening or weekend

classes, and be given some orientation to college policies and a course outline or teacher's guide prior to commencement of teaching. The college would not likely provide a desk or office space, but it would offer word production services, a mail box, instructional aids, parking sticker and telephone. The part-time instructor will rarely, if ever, be required to participate in any meetings, will be quite satisfied with JCCC as a place of employment, but not very impressed with the financial considerations offered.

Outside JCCC, the part-time instructor will hold a part- or full-time job, most likely as a professional or teacher. Nevertheless, if asked, the part-time instructor would agree to commit a full year in advance to part-time teaching, teach an additional course, or expand responsibilities to include committee work, regular office hours, etc., if additional compensations or benefits were provided.

Table 1

DEMOGRAPHIC CHARACTERISTICS OF JCCC PART-TIME INSTRUCTORS
1975-76

Characteristic	Percentage
Sex:	
Male	56%
Female	44
Racial/Ethnic Background:	
White	97%
Black	1
Hispanic	0
Asian/Pacific Islander	1
American Indian/Alaskan Native	1
Age (Mean = 33 years):	
20-29	40%
30-39	38
40-49	17
50-59	5
Highest Academic Degree:	
High School Diploma/GED	4%
Associate Degree (2 year)	4
Bachelors	23
Masters	54
Post-Masters other than Doctorate	2
Doctorate	13

Table 2

EXPERIENCE OF JCCC PART-TIME INSTRUCTORS
1975-76

Experience	Percentage
Number of Credit Hours Earned Since Last Degree:	
0 - 9	71%
10 - 19	14
20 - 29	7
30 - 39	3
40+	5
Years of College Teaching Experience:	
Full-Time (Mean = 0.6):	
0	84%
1	6
2	2
3	2
4	0
5+	5
Part-Time (Mean = 2.9):	
Less than 1	19%
1	24
2	20
3	8
4	12
5-9	14
10+	3
Years of Full-Time Occupational Experience in Directly Related Area (Mean = 5.4):	
Less than 1	31%
1	8
2	12
3	5
4	6
5-9	16
10+	22

Table 3

JCCC RESPONSIBILITIES FOR PART-TIME INSTRUCTORS
1975-76

Responsibility	Percentage
Division	
Business & Management	32%
College Learning Center	0
Communications	17
Engineering and Technology	5
Natural Sciences	6
Physical Development	7
Social Sciences and Humanities	33
Years Taught at JCCC (Mean = 2 Years):	
0	8%
1	45
2	14
3	15
4	6
5+	12
Classes Meet	
Days Only (before 5:00 p.m.)	17%
Evenings	51
Both days & evenings	18
Saturdays	7
Evenings and Saturdays	7
Number of Classes Taught (Mean = 1.5)	
1	60%
2	31
3	9

Table 4

OUTSIDE EMPLOYMENT FOR JCCC PART-TIME INSTRUCTORS
1975-76

Employment Other Than JCCC	Percentage
Hold Full-Time Job Elsewhere	57%
Hold Part-Time Job Elsewhere	30%
Hold No Other Job	13%
Principal Work Activity Outside JCCC	
Artist/Musician	11%
Businessman	5
Homemaker	14
Professional	30
Retiree	0
Skilled Industrial Worker	0
Student	5
College Teacher	15
High School Teacher	10
Other	10
Employment Directly Relevant to Subject Taught	
Yes	75%
No	25
Percentage of Total Income Derived From JCCC Teaching	
0 - 9	46%
10 - 19	12
20 - 29	9
30 - 39	8
40 - 49	8
50 - 59	6
60 - 69	0
70 - 79	1
80 - 89	6
90 - 100	4

Table 5

JCCC PART-TIME INSTRUCTORS' ORIENTATION AND ACCESS TO SERVICES
1975-76

Orientation and Services	Percentage
How Did You First Learn of Opening at JCCC?	
from a JCCC instructor	36%
from a JCCC administrator	16
from a friend not connected with JCCC	11
from a college course bulletin	4
from an advertisement	2
Other*	31
Received Some Orientation to College Policies and Procedures:	
Yes	86%
No	14
If Yes, From Whom?	
College Administrator	9%
Division Chairman	37
Instructor	9
Administrator and Division Chairman	14
Division Chairman and Instructor	15
All three	14
Other	2
Provided With:	
Course outline or teacher's guide	74%
Desk and office space	35
Word production services	95
Mail box	94
Instructional aids and materials	89
Parking sticker	98
Telephone	63

* These were primarily self-initiated inquiries concerning the availability of a part-time teaching position.

Table 6

PARTICIPATION IN MEETINGS BY JCCC PART-TIME INSTRUCTORS

Type of Meeting	Participation			
	Never	Rarely	Sometimes	Often
General Instructional				
Required Participation	66%	15%	16%	3%
Allowed to Participate	29	9	21	41
Want to Participate	13	35	39	13
General Division				
Required Participation	73%	14%	12%	1%
Allowed to Participate	29	12	18	41
Want to Participate	12	45	29	14
Curriculum Planning				
Required Participation	79%	12%	9%	0%
Allowed to Participate	38	7	21	34
Want to Participate	12	28	39	21
College Committees				
Required Participation	93%	6%	1%	0%
Allowed to Participate	45	7	12	36
Want to Participate	29	38	24	9

Would Additional Divisional Meetings be Beneficial?

Yes	25%
No	75%

Table 7

WILLINGNESS OF JCCC PART-TIME INSTRUCTORS TO ASSUME ADDITIONAL RESPONSIBILITIES

Willing To:	Percentage
Commit To a Full Year of Part-Time Teaching Ahead of Time	
Yes	78%
No	22
Teach One Additional Course if Asked	
Yes	77%
No	23
Accept a Full-Time Teaching Position if Offered	
Yes	55%
No	45
Expand Teaching Responsibilities to Include Committee Work, Regular Office Hours, etc., if Additional Compensation/Benefits were Provided	
Yes	65%
No	35

Table 8

SATISFACTION OF JCCC PART-TIME INSTRUCTORS WITH FINANCIAL AND OTHER CONSIDERATIONS

Considerations	Percentage
Satisfaction with Financial Considerations	
Very Satisfied	5%
Satisfied	30
On the Fence	25
Dissatisfied	28
Very Dissatisfied	12
Satisfaction with Other Aspects of JCCC Employment	
Very Satisfied	64%
Satisfied	31
On the Fence	4
Dissatisfied	1
Very Dissatisfied	0

Table 9

JCCC PART-TIME INSTRUCTORS' SATISFACTION WITH FINANCIAL CONSIDERATIONS AS A FUNCTION OF ACADEMIC DEGREE

	Level of Satisfaction					
Academic Degree	Very Satisfied	Satisfied	On The Fence	Dissatisfied	Very Dissatisfied	Total
High School Diploma/GED	2 (67%)	1 (33%)	0	0	0	3 (100%)
Associate	0	1 (33%)	1 (33%)	1 (33%)	0	3 (100%)
Bachelors	0	10 (52%)	3 (16%)	6 (32%)	0	19 (100%)
Masters	2 (4%)	9 (20%)	15 (33%)	14 (30%)	6 (13%)	46 (100%)
Post-Masters Other than Doctorate	0	1 (33%)	1 (33%)	0	1 (33%)	3 (100%)
Doctorate	0	3 (38%)	2 (25%)	1 (12%)	2 (25%)	8 (100%)
Column Totals	4 (5%)	25 (30%)	22 (27%)	22 (27%)	9 (11%)	82 (100%)

$\chi^2(1) = 5.8$, $p<.03$ (See page 4)

Notes: 1. Four instructors did not respond to one of the two questions and hence could not be included in this cross tabulation.

2. The percentages in parentheses are the percentage of instructors at a particular educational level expressing the given level of satisfaction with the financial considerations given by the college (e.g., 67 percent of those with a high school diploma were very satisfied). Thus, the row percentages add to 100% but not the column percentages.

Table 10

JCCC PART-TIME INSTRUCTOR SATISFACTION WITH FINANCIAL CONSIDERATIONS AS A FUNCTION OF OUTSIDE EMPLOYMENT STATUS

Employment Status Outside JCCC	Level of Satisfaction					
	Very Satisfied	Satisfied	On The Fence	Dissatisfied	Very Dissatisfied	Row Totals
Employed Full-Time	2 (4%)	19 (42%)	12 (26%)	7 (15%)	6 (13%)	46 (100%)
Employed Part-Time	0 (0%)	4 (16%)	7 (28%)	13 (52%)	1 (4%)	25 (100%)
Not Employed	2 (17%)	2 (17%)	3 (25%)	2 (17%)	3 (25%)	12 (100%)
Column Totals	4 (5%)	25 (30%)	22 (27%)	22 (27%)	10 (12%)	83 (100%)

$\chi^2(8) = 20.87$, $p<.01$ (See page 4)

Notes: 1. Three instructors did not respond to one of the two questions and hence could not be included in this cross tabulation.

2. The percentages in parentheses are the percentages of instructors with a specific employment status expressing the given level of satisfaction with the financial considerations given by the college (e.g., 17 percent of those not employed elsewhere were very satisfied). Thus, the row percentages add to 100% but not the column percentages.

APPENDIX

SURVEY INSTRUMENT AND COVER LETTER

JOHNSON COUNTY COMMUNITY COLLEGE • 111th & Quivira Road • Overland Park, Kansas 66210 • Phone AC 913-888-8500
Office of the Dean of Instruction

January 29, 1976

Dear JCCC Instructor:

Johnson County Community College is conducting a survey of part-time instructors at the college. You play an important role in our overall instructional program and your cooperation in completing the attached survey will help us become more aware of our individual part-time instructors and their needs.

Although not mandatory, we would appreciate having your name on the survey. The data will be compiled by the Office of Institutional Research so individual responses will not be identifiable. Please use the enclosed self-addressed envelope to return your completed questionnaire to our Office of Institutional Research.

Sincerely,

William A. Lozano

William A. Lozano
Dean of Instruction

Name

JOHNSON COUNTY COMMUNITY COLLEGE
PART-TIME INSTRUCTOR SURVEY

Directions: This questionnaire is in three parts. Part I asks you to provide some background information about yourself; Part II asks about your teaching at JCCC; and Part III requests information about employment other than at JCCC.

I. BACKGROUND

1. Your Sex
   ____ Male
   ____ Female

2. Racial/Ethnic Background
   ____ White
   ____ Black
   ____ Hispanic
   ____ Asian/Pacific Islander
   ____ American Indian/Alaskan Native

3. Your Age _____

4. What is the highest academic degree you hold?
   ____ H.S. diploma/GED
   ____ Associate Degree (2 years)
   ____ Bachelor's
   ____ Masters
   ____ Post-Masters other than doctorate
   ____ Doctorate

   _____ Number of credit hours earned since last degree

5. How many years of college teaching experience do you have full-time? _____
   part-time? _____

6. How many years of full-time occupational experience do you have, other than teaching, which is directly related to the subject you presently teach? _____

II. CAMPUS ACTIVITIES

1. How many years have you taught at JCCC? _____

2. In which division(s) are you currently teaching?
   ____ Business and Management
   ____ College Learning Center
   ____ Communications
   ____ Engineering and Technology
   ____ Natural Sciences
   ____ Physical Development
   ____ Social Sciences and Humanities
   ____ Continuing Education

3. When do your classes meet?
   ____ Day (before 5:00 p.m.)
   ____ Evening (after 5:00 p.m.)
   ____ Both day & evening
   ____ Saturday

4. How did you first learn about openings at JCCC?
   ____ from an instructor already teaching at JCCC
   ____ from an administrator
   ____ from a friend not connected with the College
   ____ from a college course bulletin
   ____ from an advertisement
   ____ other _____

5. Before you started teaching for the first time at JCCC, did you receive any orientation to college or divisional policies and procedures?
   ____ Yes
   ____ No
   If YES, from whom?
   ____ college administrator
   ____ individual instructor
   ____ division chairman
   ____ other _____

6. Were you provided with a teacher's guide or course outline prior to commencement of teaching?
   ____ Yes
   ____ No
   If NO, were you given any informal guidance or suggestions regarding the course(s) you teach? ____ Yes ____ No

7. Do you have any suggestions for improving orientation activities?

8. Please indicate whether or not you have access (either direct or indirect) to the following support services and facilities.

YES	NO	
_____	____	Desk and office space
_____	____	Word Production services
_____	____	Mail box
_____	____	Instructional aids and materials
_____	____	Parking sticker
_____	____	Telephone

9. To what extent are you <u>required</u> to participate in the following activities?

	Never	Rarely	Sometimes	Often
General Instructional Meetings	_____	_____	_____	_____
General Division Meetings	_____	_____	_____	_____
Curriculum Planning Meetings	_____	_____	_____	_____
College Committees	_____	_____	_____	_____

10. To what extent are you allowed to participate in the following activities?

	Never	Rarely	Sometimes	Often
General Instructional Meetings	_____	_____	_____	_____
General Division Meetings	_____	_____	_____	_____
Curriculum Planning Meetings	_____	_____	_____	_____
College Committees	_____	_____	_____	_____

11. To what extent do you want to participate in the following activities?

	Never	Rarely	Sometimes	Often
General Instructional Meetings	_____	_____	_____	_____
General Division Meetings	_____	_____	_____	_____
Curriculum Planning Meetings	_____	_____	_____	_____
College Committees	_____	_____	_____	_____

12. Do you feel that additional Divisional meetings each semester would be beneficial to you?
    ____ yes
    ____ no

13. Are you satisfied with the financial considerations given you by the College?
    ____ Very satisfied ____ On the fence ____ Very dissatisfied
    ____ Satisfied ____ Dissatisfied

14. Financial considerations aside, how satisfied are you with JCCC as a place of employment?
    ____ Very satisfied ____ On the fence ____ Very dissatisfied
    ____ Satisfied ____ Dissatisfied

15. What do you consider to be the strong points and/or the weak points about employment at JCCC?

III. OUTSIDE EMPLOYMENT

1. Do you hold a full-time job elsewhere?
    ____ Yes
    ____ No

2. Do you hold a part-time job elsewhere?
    ____ Yes
    ____ No

3. What is your principal work activity outside JCCC?
    ____ High school teacher
    ____ Businessman
    ____ Professional (Accountant, Engineer, etc.)
    ____ Artist/Musician, etc.
    ____ College teacher
    ____ Skilled industrial worker
    ____ Retiree
    ____ Student
    ____ Housewife
    ____ Other _____

4. Is your current employment directly related to the subject that you are teaching?

____ Yes
____ No

5. Please indicate the approximate percentage of your total income that is derived from part-time teaching at JCCC?

/...../...../...../...../...../...../...../...../...../...../
0 10 20 30 40 50 60 70 80 90 100

6. What is your primary reason for teaching at JCCC?

7. Please indicate the number of courses you taught at JCCC Fall Semester 1975. _____

8. Given your present schedule of work activities and commitments elsewhere, would you be willing to:

commit yourself to a full year of part-time teaching ahead of time?

____ Yes
____ No

teach one additional course if asked?

____ Yes
____ No

accept a full-time teaching position if offered?

____ Yes
____ No

expand your teaching responsibilities to include committee work, regular office hours, etc., if additional compensation/benefits were provided?

____ Yes
____ No

Please return the questionnaire in the enclosed self-addressed envelope.

9. Please use the space below to make any additional comments.

UNIVERSITY OF CALIF.
LOS ANGELES

SEP 24 1976

CLEARINGHOUSE FOR
JUNIOR COLLEGES